

Implementing Situational Crime Prevention Theory in the Matter of Financial Fraudulent

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ARTICLE INFO

Article history:

Received: July 17, 2024

Revised: August 29, 2024;

September 10, 2024;

September 16, 2024;

September 18, 2024

Accepted: September 18, 2024

JEL Classification:

D81, G32, J54

DOI:

10.14414/jebav.v27i2.4651

Keywords:

Employee tenure, Less benefit,
High risk, Narrow opportunity,
Financial fraudulent,
Situational crime prevention

ABSTRACT

Fraud and financial crime continue to pose significant challenges for private companies, making prevention efforts essential through the identification of their root causes. This study examines the relationship between situational crime prevention and financial fraud, with a focus on employee tenure as a moderating variable. An empirical research method was employed, with data collected from employees of PT Budi Jaya and its subsidiaries through questionnaires. A total of 60 valid responses were analyzed using WarpPLS. The findings reveal that situational crime prevention—measured through indicators such as minimal benefits, high risks, limited opportunities, and strict sanctions—has a significant negative impact on financial fraud. Additionally, the study demonstrates that employee tenure moderates the relationship between situational crime prevention measures and financial fraud. This research makes a theoretical contribution to situational crime prevention theory by incorporating the concept of rationalization, which fraud perpetrators often use to justify their actions. The study offers practical insights, suggesting that companies and regulators should implement robust internal control systems to minimize opportunities for fraud and establish clear, stringent rules and sanctions to deter fraudulent behavior.

ABSTRAK

Penipuan (fraud) dan kejahatan keuangan terus menjadi tantangan signifikan bagi perusahaan swasta, sehingga upaya pencegahan sangat penting dilakukan dengan mengidentifikasi akar penyebabnya. Penelitian ini mengkaji hubungan antara pencegahan kejahatan situasional dan penipuan keuangan, dengan fokus pada masa kerja karyawan sebagai variabel moderasi. Metode penelitian empiris digunakan, dengan data yang dikumpulkan dari karyawan PT Budi Jaya dan anak perusahaannya melalui kuesioner. Sebanyak 60 respons valid dianalisis menggunakan WarpPLS. Hasil penelitian menunjukkan bahwa pencegahan kejahatan situasional—yang diukur melalui indikator seperti manfaat minimal, risiko tinggi, peluang terbatas, dan sanksi tegas—memiliki dampak negatif yang signifikan terhadap penipuan keuangan. Selain itu, penelitian ini menunjukkan bahwa masa kerja karyawan memoderasi hubungan antara tindakan pencegahan kejahatan situasional dan penipuan keuangan. Penelitian ini memberikan kontribusi teoretis pada teori pencegahan kejahatan situasional dengan memasukkan konsep rasionalisasi, yang sering digunakan oleh pelaku penipuan untuk membenarkan tindakan mereka. Studi ini juga menawarkan wawasan praktis, yang menyarankan agar perusahaan dan regulator menerapkan sistem pengendalian internal yang kuat untuk meminimalkan peluang penipuan serta menetapkan aturan dan sanksi yang jelas dan tegas untuk mencegah perilaku curang.

1. INTRODUCTION

Fraud and financial crime pose challenges across companies, regardless of whether they are in the manufacturing or service sector, the size of the company, or the total assets owned. One common type of fraud is financial reporting fraud, which occurs due to opportunities created by weak internal controls and the ineffective implementation of whistleblowing systems (Adesina et al., 2020; Ametepe et al.,

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2022). A company's internal control system consists of methods, rules, and operational standards designed by management to ensure that employees and divisions carry out their duties in line with organizational goals (Alayli, 2022). However, poor oversight and limited understanding of these controls often create opportunities for collusion among employees to commit financial reporting fraud (Alrawashedh, 2023; Durguti et al., 2023).

Fraud is also driven by weak financial management practices and a lack of professional resources, particularly in finance and accounting. This has significantly damaged the reputation of many companies (Akinbowale et al., 2023). Moreover, the public perceives that companies with weak financial and human resource management practices are at higher risk of reputational damage. Financial reporting fraud typically involves multiple sections or divisions, highlighting the need for more comprehensive supervision. This responsibility should fall on internal auditors or risk monitoring departments tasked with evaluating the alignment between financial management policies and their implementation (Kalovya, 2023; Periansya et al., 2023). Unfortunately, these evaluations are not conducted regularly. Another factor contributing to fraud is the failure of whistleblowing systems, which are designed to serve as early warning mechanisms but often lack effectiveness (Hanifah & Clyde, 2022; Yang & Xu, 2020).

This study draws on Situational Crime Prevention Theory (SCPT) as presented by Clarke (1997) to develop a model for preventing fraud and financial crimes. SCPT has been used by previous researchers to explain financial crime and serves as a useful framework for this research (Gilmour, 2016). SCPT aims to reduce the risk of crime by introducing policies, rules, and methods that make fraud more difficult to commit. The theory emphasizes reducing opportunities for financial crimes, particularly in specific situations, places, and times (Kaur et al., 2023). This approach focuses on making targets less attractive and increasing the effort and risk associated with committing fraud (Salihu & Jafari, 2020). Therefore, financial crime prevention must consider the rational decision-making processes of perpetrators. SCPT is widely recognized as a valuable approach to understanding and preventing fraud (Kikerpill et al., 2021), though there remains a research gap in its application to fraud prevention.

This study seeks to address this gap by applying and modifying SCPT to better identify the causes of fraud. Modifications to SCPT include the addition of two key constructs: (a) reducing opportunities for fraudsters and (b) enforcing strict sanctions for financial fraud (Yeoh, 2020). Additionally, the study introduces employee tenure as a moderating variable, which strengthens the relationship between these SCPT constructs and financial fraud. This modification represents the novelty and originality of the research. The practical contribution lies in identifying narrow opportunities and strict sanctions as key indicators for modifying SCPT to prevent fraud and financial crime. The modified SCPT offers an alternative theoretical framework for understanding fraud in the context of accounting.

2. THEORETICAL FRAMEWORK AND HYPOTHESES

2.1. Ethical Theory

Brooks and Dunn (2020) assert that the study of ethics is normative in nature, as it involves determining whether a particular action is right or wrong. Ethics plays a crucial role in preventing real-world problems by providing a framework for moral behavior. In a professional context, ethics refers to a set of mutually agreed-upon moral standards that guide the behavior of members within that profession. As Greene, Nystrom, Engell, Darley, and Cohen (2004) explain, ethics can also be viewed as the philosophy of morality, which explores fundamental questions such as "How should one behave?" Fraud, as an issue of unethical individual behavior, harms organizations. Consequently, ethical theory is often connected to research that investigates the causes and occurrence of fraud (Herjanto, Gaur, & Hong, 2017).

2.2. Fraud Theory

The GONE theory, introduced by Bologne (1993), builds upon Cressey's (1953) fraud triangle concept, which identifies three factors present in every fraud situation: pressure, opportunity, and rationalization. The GONE theory refines this model by identifying four primary causes of financial crime: Greed, Opportunity, Need, and Exposure. Similarly, the fraud pentagon theory further expands on Cressey's fraud triangle by adding two additional elements that contribute to fraud. Known as Crowe Horwath's Fraud Pentagon Theory (Crow, 2011), it introduces competence and arrogance as key drivers of fraudulent behavior. Competence refers to an individual's ability to exploit internal and social controls to their advantage, expanding on Cressey's original concept of opportunity. Arrogance, on the other hand, reflects the attitude of someone who feels superior and entitled, further motivating fraudulent actions.

2.3. Situational Crime Prevention (SCP) and Financial Fraudulent

Fraud perpetrators are likely to abandon their intentions when they perceive that the benefits gained from committing fraud are too small and not worth the effort and risks involved (Repousis, Lois, & Veli, 2019). This concept of "less benefit" is a key dimension of Situational Crime Prevention Theory (SCPT) as introduced by Clarke (1997). In this research, it is used as a strategic approach to prevent financial fraud. Previous studies have shown that perceived lesser benefits play a significant role in fraud prevention (Clarke, 1997; Gilmour, 2016). Fraudsters and financial criminals involved in money laundering often recognize that moral, social, and legal consequences are inherent risks of their actions (Gilmour, 2016). SCPT suggests that the higher the perceived risk, the lower the intention to commit fraud or financial crime. Pressure situations arise from the realization of these risks, and as a result, heightened risks reduce the likelihood of fraudulent behavior. Clarke's (1997) research supports the idea that high risks contribute to preventing financial fraud. Another critical factor is "narrow opportunity," which refers to the limited chances individuals or organizational members perceive they have to commit fraud. When opportunities are restricted, individuals are less likely to justify fraudulent behavior. Narrower opportunities reduce opportunistic behaviors and, consequently, the intention to commit fraud. Research by Clarke (1997) and Shonhadji (2024) confirms that limited opportunities play a crucial role in preventing financial fraud. Additionally, the imposition of strict sanctions acts as a deterrent to potential fraudsters. Enforcing strict penalties is essential in demonstrating the seriousness of fraud prevention efforts. According to Kikerpill et al. (2021) and Shonhadji (2024), strict sanctions have a significant impact on reducing fraudulent behavior. Thus, we hypothesize that:

H1. Situational crime prevention has a negative effect on financial fraudulent.

2.4. Employee Tenure and Financial Fraudulent

Employee tenure refers to the length of time an individual spends performing their duties within a business organization to achieve its goals. Over time, an employee's tenure helps shape their character and work culture. Employees with longer tenure typically develop a strong sense of integrity and loyalty to the company, fostering a mutual relationship of trust and benefit. This spiritual bond often reduces the likelihood of unethical behavior. In contrast, employees with shorter tenure may be more inclined toward opportunistic behavior, seeking personal gain. As they perceive fewer consequences, such employees may be more willing to take the risk of engaging in financial fraud, believing they can easily secure another job if terminated (Zainal & Muhamad, 2014). On the other hand, long-tenured employees are generally less willing to take such risks, as they have more to lose by jeopardizing their established position within the company (Zainal & Muhamad, 2014). Therefore, we hypothesize that:

H2. Employee tenure has a negative effect on financial fraudulent.

2.5. The Moderation of Employee Tenure

In this research, employee tenure is defined as the duration an employee has worked at a company in a permanent position since their initial hire. As part of a strategy to prevent fraud and financial crimes, the Situational Crime Prevention (SCP) approach considers employee tenure as a measure of loyalty to the company. Employees with longer tenure are generally less likely to engage in financial fraud. This tendency arises from their recognition that the potential benefits of committing fraud are outweighed by the risks, especially given the value they place on the company's role in their life and career development. Urumsah, Wicaksono, and Hardinto (2018) suggest that work experience positively influences efforts to prevent financial fraud and strengthens the relationship between SCP measures and the likelihood of fraud. Based on this, the following hypothesis is proposed:

H3. Employee tenure moderates the relationship between situational crime prevention and financial fraudulent.

Moreover, the proposed hypothesis is visually represented in Figure 1.

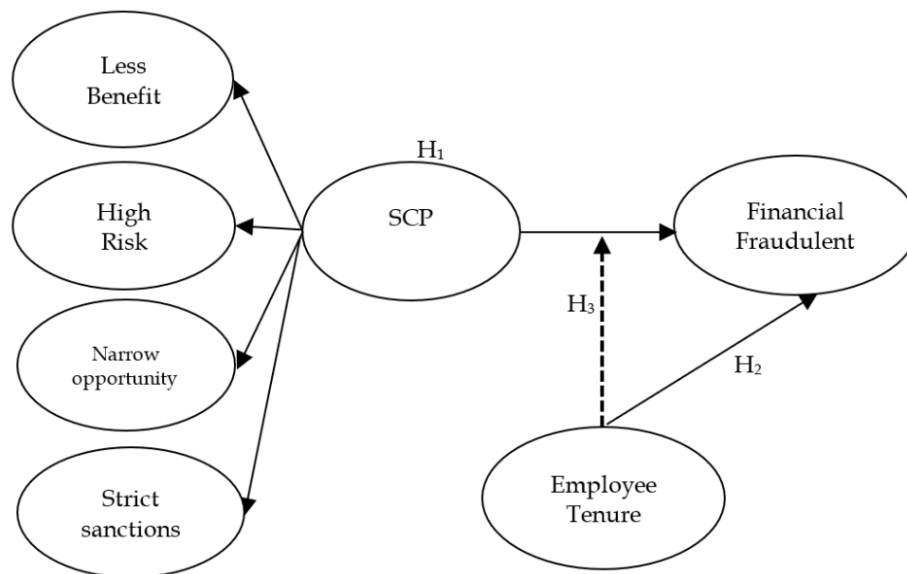


Figure 1. Conceptual framework

3. RESEARCH METHOD

This research employs a quantitative approach utilizing primary data. The data was collected through surveys using questionnaires, which were administered directly to respondents from April to May 2024. The questionnaires employed a Likert scale ranging from 1 to 5 (where 1 indicates "strongly disagree" and 5 indicates "strongly agree"). The sample consisted of 60 permanent employees from PT Budi Jaya and its subsidiaries. The sample size was not predetermined; however, the analysis was conducted using WarpPLS, which negates the need for traditional validity and reliability tests. This study utilized a nonprobability purposive sampling technique, meaning the data collected was not selected randomly. According to Kerlinger and Lee (2000), a minimum sample size of 30 participants is recommended for quantitative research. The key factor in determining the sample size is its representativeness, as a minimum of 30 respondents allows the data to approximate a normal distribution, thereby influencing the research outcomes. In this study, financial fraudulent is the dependent variable, while Situational Crime Prevention Theory serves as the independent variable, characterized by four indicators: minimal benefits, high risks, limited opportunities, and strict sanctions. Employee tenure is considered a moderating variable. The data was collected through questionnaires distributed to selected respondents, and the analysis was performed using WarpPLS, as outlined by Ghazali (2014). The questionnaire was developed and refined based on the work of Shonhadji (2024) (see Appendix 1).

4. DATA ANALYSIS AND DISCUSSION

4.1. Result

The research results were derived from data collected through a total of 60 fully completed questionnaires, which were subsequently analyzed using WarpPLS data analysis techniques. The validity of the data is summarized in Table 1. The test results indicate that the dimensions of the Situational Crime Prevention (SCP) research variables—including minimal benefits, high risks, limited opportunities, strict sanctions, and employee tenure—demonstrate a P value of less than 0.001, a loading value greater than 0.6, and an Average Variance Extracted (AVE) greater than 0.5, confirming their validity (Ghozali, 2015).

The variables of financial fraud and employee tenure are also deemed valid, as all their probability values (p -values) are less than 0.001. The composite reliability values for each variable exceed 0.7, indicating that the data is reliable (Ghozali, 2015). The loading factors derived from WarpPLS are part of the discriminant validity process. According to Solihin and Ratmono (2020), a loading factor below 0.4 can be discarded, while values between 0.4 and 0.6 should not be eliminated unless they negatively impact the results. In this study, loading factors below 0.7 were deemed acceptable.

The model presented in this study, as exhibited in Table 2, shows that the Average Path Coefficient (APC) has a significant value of 0.424 with $p < 0.001$. Additionally, the Average R-squared (ARS) value is 0.614, also with $p < 0.001$. These results affirm that the model aligns with the proposed hypotheses and statistical framework.

Table 1. Validity and reliability test

| Variable | Dimensions | Loading value | Average Variance Extracted (AVE) | Composite Reliability (CR) |
|------------------------------------|------------|---------------|----------------------------------|----------------------------|
| Situational Crime Prevention (SCP) | LB1 | -0.661 | 0.631 | 0.833 |
| | LB2 | 0.799 | | |
| | LB3 | 0.631 | | |
| | LB5 | 0.613 | | |
| | LB6 | -0.643 | | |
| | HR1 | -0.658 | | |
| | HR2 | 0.734 | | |
| | HR3 | 0.795 | | |
| | HR4 | 0.758 | | |
| | HR5 | 0.690 | | |
| | NO1 | -0.785 | | |
| | NO2 | 0.670 | | |
| | NO3 | 0.646 | | |
| | NO5 | 0.699 | | |
| | SS1 | 0.746 | | |
| | SS2 | -0.762 | | |
| Financial Fraudulent (FF) | SS3 | 0.655 | 0.581 | 0.736 |
| | SS4 | -0.714 | | |
| | SS5 | 0.620 | | |
| | FF1 | -0.760 | | |
| | FF2 | 0.621 | | |
| | FF3 | 0.917 | | |
| | FF4 | -0.849 | | |
| Employee Tenure (ET) | FF6 | 0.668 | 0.746 | 0.914 |
| | FF7 | 0.884 | | |
| | ET1 | -0.699 | | |
| | ET2 | 0.933 | | |
| | ET3 | -0.741 | | |
| | ET4 | -0.748 | | |
| | ET5 | 0.657 | | |
| | ET6 | 0.815 | | |

Table 2. Model fit and quality indices

| Model Fit | Value |
|---------------------------------------|--|
| Average path coefficient (APC) | 0.424 P<0.001 |
| Average path coefficient (APC) | 0.424 P<0.001 |
| Average R-squared (ARS) | 0.614 P<0.001 |
| Average adjusted R-squared (AARS) | 0.600 P<0.001 |
| Average block VIF (AVIF) | 1.919, acceptable if ≤ 5 , ideally ≤ 3.3 |
| Average full collinearity VIF (AFVIF) | Inf, acceptable if ≤ 5 , ideally ≤ 3.3 |
| Tenenhaus GoF (GoF) | 0.511, small ≥ 0.1 , medium ≥ 0.25 , large ≥ 0.36 |

Table 3. Result of the hypothesis testing

| Hypothesis | Relationship | Path Coefficient | Standard Error | p-value |
|------------|-------------------------|------------------|----------------|---------|
| H1 | SCP \rightarrow FF | -0,230 | 0,120 | 0.007 |
| H2 | ET \rightarrow FF | -0.345 | 0.114 | 0.002 |
| H3 | ET*SCP \rightarrow FF | -0.504 | 0.107 | <0.001 |

The findings of this research, as presented in Table 3 and Figure 2, indicate that Situational Crime Prevention (SCP) has a significant negative effect on financial fraud (FF). This is evidenced by a path coefficient value of -0.230 and a P value of 0.007, which supports the acceptance of hypothesis one (H1). Furthermore, the results of the hypothesis test reveal that employee tenure (ET) also has a significant negative effect on financial fraud (FF). This relationship is indicated by a path coefficient value of -0.345 and a P value of 0.002, confirming the acceptance of the second hypothesis (H2). Additionally, the analysis of the third hypothesis shows that employee tenure serves as a moderating variable in the relationship between SCP and financial fraud, with a path coefficient value of -0.504 and a P value of

0.001. This suggests that longer employee tenure weakens the relationship between SCP and financial fraud. Therefore, the third hypothesis (H3) is also accepted.

4.2. Discussion

The research findings illustrate that Situational Crime Prevention Theory (SCPT), which includes key indicators such as minimal benefits, high risks, limited opportunities, and strict sanctions, has a significant negative impact on financial fraud. This theory effectively explains why members of business organizations who recognize that the benefits gained from committing financial fraud are minimal are less likely to engage in such behavior. Individuals who commit fraud often exploit weaknesses in a company's internal controls, driven by unethical motivations and a sense of opportunity. Fraud perpetrators usually assess the risks they face, especially when legal implications are involved. When the perceived risk of being caught and facing legal consequences increases particularly if it affects their personal and family lives they are less inclined to engage in fraudulent behavior. On the other hand, a lower perceived risk can lead to a greater likelihood of engaging in fraud. As fraud is fundamentally an ethical issue, the role of ethical considerations becomes central in assessing how individuals resolve the dilemmas they face in their personal and social lives, distinguishing between what is right and wrong (Herjanto, Gaur, & Hong, 2017; Duska & Kury, 2018). Ethical theory highlights that fraud is not only an illegal but also an inappropriate and unethical act perpetrated by individuals within an organization.

According to GONE Theory, the motivation to commit fraud often stems from the presence of opportunity. Therefore, it is imperative that organizations implement strategies and policies designed to minimize such opportunities. By reducing opportunities for unethical behavior, organizations can substantially lower the likelihood that individuals will commit fraud. Similarly, Fraud Pentagon Theory emphasizes the role of strong enforcement of sanctions in diminishing the propensity of individuals to engage in fraudulent behavior. The establishment of legal certainty and clear, stringent penalties regarding fraud serves as a deterrent, empowering decision-makers to create a robust anti-fraud culture within organizations.

This research confirms that the situational indicators within crime prevention theory minimal benefits, high risks, limited opportunities, and strict sanctions – are effective in reducing financial fraud. These findings are in line with previous studies (Shonhadji & Irwandi, 2024). Furthermore, the study reveals that employee tenure has a significant negative effect on financial fraud. Employees with longer tenures often develop a strong sense of ownership and responsibility toward the success of the company. Long tenures typically indicate that the company has successfully met the employees' professional and personal needs, fostering a deep sense of belonging and commitment to the organization's well-being and performance. As a result, employees with long tenures are less likely to engage in financial fraud. They view the company as part of their personal and professional assets, and they have a vested interest in its success and sustainability. These employees are less willing to risk their positions by engaging in fraudulent behavior, particularly since their bargaining power to switch companies is often diminished after years of service. Conversely, employees with shorter tenures may not have established strong loyalty to the organization. Newer employees, often at the peak of their productive years, may be more motivated to seek out better opportunities elsewhere. Consequently, they may be more willing to engage in fraudulent activities, perceiving that the potential consequences of such actions are outweighed by the prospect of finding alternative employment (Urumsah et al., 2018).

Moreover, employee tenure moderates the relationship between SCPT and financial fraud. The influence of minimal benefits, high risks, limited opportunities, and strict sanctions on preventing financial fraud is strengthened by longer employee tenures. Employees with longer tenures are generally more risk-averse, as they recognize the potential for job loss or legal consequences should they engage in fraudulent activities. These employees often work more diligently to identify and address gaps in internal controls that could lead to fraud. Their focus is more aligned with fulfilling company goals rather than seeking personal gain through financial misconduct, even when such actions might offer significant short-term benefits.

This scenario also brings ethical concerns to the forefront, particularly regarding the motivations of fraud perpetrators. Ethical theory emphasizes that employees who act in ways that harm the company for personal benefit create an ethical dilemma. Employees who have served for long periods tend to be more cautious in their work practices and are more likely to comply with both company policies and legal regulations. As a result, their propensity to engage in fraudulent behavior is significantly reduced. This research highlights Situational Crime Prevention Theory's critical role in reducing

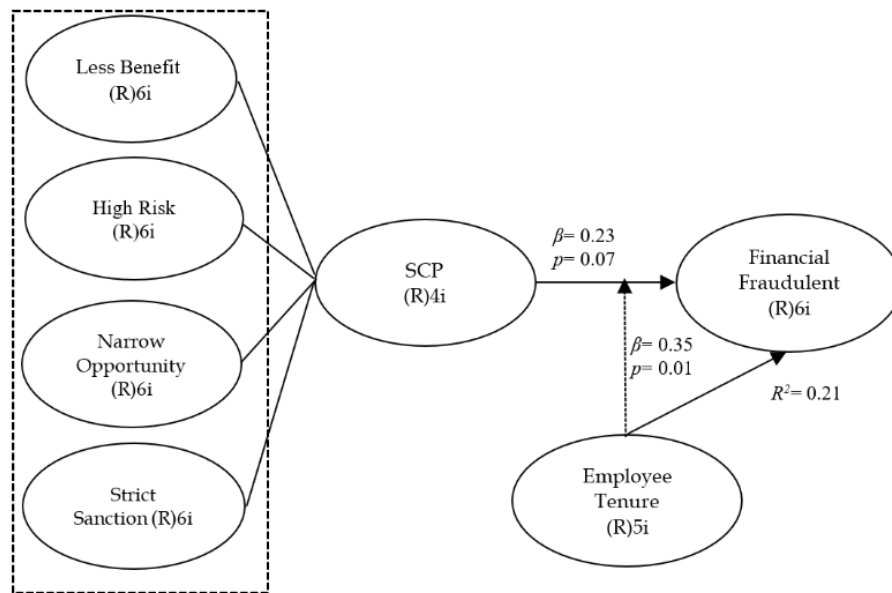


Figure 2. Output of SEM-PLS

financial fraud by focusing on limiting opportunities and enforcing strict sanctions. Additionally, it highlights the moderating effect of employee tenure, which further reinforces the effectiveness of these crime prevention measures in creating a more secure and ethically compliant business environment.

5. CONCLUSION, IMPLICATION, SUGGESTION, AND LIMITATIONS

This research aims to examine the impact of Situational Crime Prevention (SCP) and work experience on financial fraud, with employee tenure as a moderating variable between SCP and financial fraud. The findings show that both SCP and work experience have a significant negative influence on financial fraud. Additionally, work experience moderates the relationship between SCP and financial fraud.

In practical terms, modifying Situational Crime Prevention theory can provide deeper insights into why individuals commit fraud and the consequences for organizations. The study's results offer valuable information about the effectiveness of SCP in preventing financial fraud. Although traditionally used to analyze criminal behavior in various contexts, SCP can also be applied to the prevention of fraud and economic crimes. The modifications to SCP theory sharpen the identification of fraud causes, offering practical implications for companies. Organizations should regularly review their internal control systems to reduce the risk and opportunity for fraud. Furthermore, rotating, transferring, and promoting employees can minimize fraud risk, providing a tangible contribution to fraud prevention practices. The theoretical contribution of this study is the refinement of SCP theory as an alternative to the GONE theory and the Fraud Triangle, which have been prominent in fraud accounting. This modified theory allows for a more comprehensive analysis of fraud, emphasizing opportunity and the severity of sanctions. Future research could benefit from using a mixed-method approach, combining questionnaire data with semi-structured interviews and focus group discussions to gain deeper insights from key sources and further validate the statistical findings.

One limitation of this study is the low level of researcher control over the questionnaire process, as respondents completed the forms without direct supervision, potentially affecting the reliability of the data. Therefore, future research should consider implementing a more controlled data collection process, such as providing guidance or support during questionnaire completion to enhance the accuracy and reliability of responses. Additionally, incorporating a mixed-method approach, which includes qualitative interviews alongside quantitative surveys, could yield a more comprehensive understanding of the factors influencing financial fraud. This would allow researchers to explore the nuances of employee attitudes and perceptions regarding fraud prevention measures and provide richer insights into the effectiveness of situational crime prevention strategies. Future studies could also examine different organizational contexts or industries to assess the generalizability of the findings and identify any sector-specific factors that may influence the relationship between employee tenure, situational crime prevention, and financial fraud.

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Appendix 1. Research instrument

| Variable | Item Statement |
|--|---|
| Financial Fraudulent | <p>The company has periodically analyzed the probability of financial fraudulent occurring.</p> <p>The company has developed a culture and concern for anti-fraud at all levels of the organization.</p> <p>The company has supervised the monitoring evaluation, and reporting processes.</p> <p>regarding fraud incidents and determining follow-up actions regarding fraud within the company.</p> <p>The company's inherent and innate supervision has played an active role in efforts to prevent and eradicate fraud and is willing to report in the event of an act of fraud within the company.</p> <p>The company has created a work environment that is free from corruption, collusion, and nepotism.</p> <p>The company has prepared and socialized an Anti Fraud Statement.</p> |
| Situational Crime Prevention: Less Benefit | <p>I realized that when I was involved in fraud at the company where I worked, it would harm my career and life.</p> <p>I am satisfied with the welfare and appreciation I receive, so I do not want to be involved in fraud at the company where I work.</p> <p>I realize that if I am involved in a fraud case, I will lose my job.</p> <p>I realize that committing fraud brings shame to me and my family.</p> <p>Weaknesses in supervision and operational procedures in my division could cause me to be involved in fraud cases.</p> <p>My family's demands could involve me in a fraud case.</p> |
| Situational Crime Prevention: High Risk | <p>Weak anti-fraud regulations in the company where I work cause employees to have the potential to commit fraud.</p> <p>The higher the risk that will be accepted if committing fraud, the smaller the potential for company employees to commit fraud.</p> <p>The seriousness of an organization's efforts to prevent fraud will influence employee behavior and prevent them from committing fraud.</p> <p>The longer an employee occupies a position that is prone to fraud, the more likely it is that the employee has the potential to become a fraud perpetrator.</p> <p>The company has established strict criminal and civil sanctions for employees who commit fraud to prevent employees from committing fraud.</p> <p>The company implements multiple layers of security in each operational standard and work instructions in each division to prevent fraud.</p> |
| Situational Crime Prevention: Narrow Opportunity | <p>The company has created a conducive work environment for employees to prevent involvement in fraud crimes.</p> <p>The company has implemented distribution programs, bonuses, product services, and additional benefits for employees.</p> <p>The company has provided opportunities for all employees to gain appreciation in financial and non-financial forms.</p> <p>The company has carried out a good and strong operational monitoring and control program on an ongoing basis.</p> <p>Companies have narrowed the space for employees to play a role in committing fraud crimes within the company.</p> <p>The company has implemented clear and good career paths and remuneration.</p> |
| Situational Crime Prevention: Strict Sanction | <p>The company has implemented clear sanctions for fraud perpetrators in accordance with the company's internal regulations and state laws.</p> <p>The company has informed us of the form of sanctions that will be given to employees involved in fraud.</p> <p>If I am involved in a fraud case, I will be shunned by my colleagues and the people in my neighborhood as a social sanction.</p> <p>The company will dishonorably discharge me from my job if I am proven to be involved in a fraud case.</p> <p>The company will ask me to compensate for financial losses up to my personal assets if I am proven to have committed fraud that is detrimental to the company's finances.</p> <p>Management's seriousness in providing strict sanctions is an effort to prevent fraud.</p> |
| Employee Tenure | <p>I realize that the length of my tenure at this company is because I am happy with my work.</p> <p>I feel loyal to my company now.</p> <p>I feel happy working at this company because all information is transparent and responsible.</p> <p>My tenure determines my success in safeguarding company assets.</p> <p>I have wanted to work for this company for a long time because it has treated me well.</p> <p>I want to work for a longer time because the culture of honesty is the main thing in the company's values.</p> |